

Governor's Workforce Investment Board Youth Council

**Capitol Building, Helena
August 8, 2006**

MINUTES

Committee Members Present: John Beaudry, Chair; Marcella Buster; Curt Campbell; Dan Dolan; Jake Gustin; James McDonald; Jody Messinger; and Mike Nephew.

Committee Members Absent: Natalee Barnes; Sara Fox; Tescha Hawley; Warren Means; and James Patelis.

Staff: Leisa Smith, Chris Wilhelm, and Mary Eve Pietrukowicz.

Guests: Drea Brown, Pam Watson, and Theresa McCarthy.

Welcome and Introductions

Chairman John Beaudry called the meeting to order at 10:30 a.m. Chris Wilhelm took roll, announced a quorum, and reviewed the meeting's housekeeping rules and the documents in Council packets. Chairman Beaudry stated the relaxed form of Robert's Rules of Order would be in effect to facilitate discussion.

Approval of Agenda and Minutes

Jody Messinger moved to change lunch from 11:45 a.m.-12:45 p.m. to 12:30-1:30 p.m., to allow council members to attend the Raise Montana Rally at 1 p.m. The motion was seconded by Jake Gustin. Leisa Smith pointed out misspelling of James Patelis's name on the agenda and a change in presenters. The agenda was approved as amended.

Dan Dolan moved to accept the draft minutes from the May 23, 2006 Youth Council meeting. Curt Campbell seconded the motion, and the motion carried unanimously.

Council Orientation

Service Provider Information

Ms. Smith asked council members to share their involvement, their agency and its involvement, their background, experience, and concerns as they pertain to youth.

Curt Campbell stated he is Youth Director at Opportunities, Inc., in Great Falls. Opportunities, Inc., has a service area that encompasses Great Falls, Browning, Cut Bank, Butte. He also works with Pine Hills and special needs youth. Mr. Campbell has 20 years of experience working with youth, including operating a group home for seven-and-a-half years. He stated he does not have enough time to do all the activities with youth that he would like to do.

James McDonald, Special Education Director of Great Divide Education Services, explained his cooperative encompasses a rural service area the size of Connecticut and an itinerant staff. Great Divide provides school site special education services for schools without such

services. Mr. McDonald has experience working at Warm Springs and AWARE and developing Shodair's Child Psychiatric Unit.

Marcy Buster, Job Corps State Coordinator for MTC Institute, serves economically disadvantaged 16- to 24-year-olds with court histories and learning disabilities. There are three Job Corps Centers in Montana: Anaconda, Trapper Creek, and Kicking Horse. The four main quadrants are Billings, Wolf Point, Great Falls and Missoula; the Corps is also present on the state's reservations. The organization partners with several other youth programs, for example, AWARE and programs serving runaways. Ms. Buster stated focus has moved from helping youth obtain a GED to obtaining their high school diploma, as well as acquiring job skills. She distributed a hand out, *Changing Lives, Building Futures, One Student at a Time*.

Mike Nephew stated his experience includes vocational rehabilitation and working with chemically dependent homeless veterans. He is currently Director of Employment and Training at Action for Eastern Montana, which serves 17 counties in Districts 1, 2 and 3. Mr. Nephew pointed out some of the challenges facing District 1's rural youth, in particular: their exclusive agricultural experience and limited availability of emergency services and housing. For instance, a number of homeless youth live with teachers. Finally, Action for Eastern Montana is submitting a one-stop application.

Jody Messinger, Division Administrator at Office of Public Instruction (OPI), made several points regarding K-12 education:

- Historically, general and technical education occurred before academic education, with some students then moving on to academic schools.
- Presently, the field is filled with paradigms.
- Twenty percent of students do well in the current system, going on to college. However, it fails other students who would stay in school were they allowed to engage earlier in their electives - like culinary or industrial arts - rather than solely in academic subjects. Ms. Messinger is involved with high school reform, working with student organizations and agriculture teachers; but her program can only receive 11th and 12th graders, after their 10th grade performance testing in math, reading and the sciences.
- Career/Technical Education is very fluid, and students need preparation for the high skill and high wage jobs awaiting them in society.

Jake Gustin introduced his work as Director of the Adult Learning Center. The Center operates under OPI's auspices and with its funding, serving undereducated adults with GED preparation, literacy, and a "brush up" secondary education. Last year the Adult Learning Center served approximately 500 students; almost half of the students served were age 16 – 24.

Dan Dolan, Secretary with Big Brothers Big Sisters, stated his past youth experiences include serving as youth director with YMCA, an alternative education teacher, and holding a position with Department of Labor's Youth Employment Services. He is currently active in several youth programs in his community.

John Beaudry ended the Service Provider Information portion of this meeting by explaining he does not directly work with youth, but that Stillwater Mining's Public Affairs has linkages with youth programs. He went on to describe two of Stillwater's scholarship programs. A competitive scholarship is available to local high school graduates. The second is the

Stillwater Family Scholarship for employee and their families, offers \$500 per semester up to \$4000 to students with minimum 2.0 gpa, and can be applied to technical education.

Information Items

Review of Two Year Plan

Connie Kinsey responded to questions regarding the two year plan. Discussion ensued regarding the Montana Youth For Shared Vision group (MYSV); who it represents, its composition, purpose, relationship to the SWIB's Youth Council, current status, and future plans. It was questioned whether having both the MYSV and Youth Council was a duplication of efforts. Chairman Beaudry stated the lines of communication appear open and healthy, and both the Vision group and Youth Council should check for duplication or conflict with each other when updating the two year plan. It was determined Ms. Kinsey or Natalee Barnes will provide the MYSV action steps to the Council. Ms. Kinsey stated she will report to the Vision group about collaboration with the Youth Council. Ms. Buster stated Job Corps is happy to partner with the Vision group.

Ms. Smith said the Plan's two year changes will not greatly affect the youth piece. Ms. Kinsey stated she has this information available and will provide Ms. Smith with copies. Ms. Kinsey ended the discussion saying the Plan needs to be submitted by June 30, 2007, to be considered for funding.

Sixth Barrier Definition

During the last meeting, the Youth Council had requested clarification. Ms. Kinsey explained the SWIB definition of the Sixth Barrier, created in year 2000. Since then, Montana has moved to a single state-wide planning area. Ms. Kinsey brought the definition to the Youth Council for feedback. Chairman Beaudry asked whether a definition change would affect any program funding. Ms. Kinsey replied it would not. Mike Nephew added the definition is working well for his group in the field. Ms. Smith read the definition contained in the WIA manual. Curt Campbell stated he thinks the definition is all inclusive. Chairman Beaudry suggested the Youth Council accept Connie's work. Chris Wilhelm reminded the Council action could not be taken at the present meeting because it was not an agenda item, but it will be placed on the next agenda.

Performance Measures Overview

Ms. Kinsey discussed the performance measures hand out that defined the measures and presented results in bar charts and figures, for youth ages 14-18 years and 19-21 years. Montana is negotiating with the federal Labor Department to tailor goals, but since the state is meeting the national goals, federal Labor says to move forward. Jake Gustin stated the Adult Learning Center similarly measures performance, at pre and post times. Ms. Messinger stated the OPI reports annual performance measures, and locals can be sanctioned if these are not met. Ms. Kinsey said WIA Unit also has the power to sanction.

Ms. Smith explained the customer satisfaction survey that is conducted with employers and participants. Ms. Kinsey added it is hard to get employers to submit the surveys in a timely manner; but this year, Wagner-Peyser employers will be tapped. Chairman Beaudry stated Youth Visions will be kept as a standing agenda item.

Youth Summit Conference Report

Ms. Kinsey described the July 2006 conference held in Virginia. Service providers, board members and educational representatives discussed:

- a strategic plan

- other states' best practices
- strategies to reach high risk youth
- possible exemption of the high risk youth from measurement, because this group is dropping performance statistics

Chairman Beaudry asked if the conference covered congressional efforts regarding WIA re-authorization. Ms. Kinsey replied re-authorization passed in the Senate and now awaits further action. Ms. Kinsey stated several states have written waivers to only track common measures (not both) and have received approval.

Program Year '06 Funding Allocation Update

Ms. Kinsey discussed allocation breakdown among providers. Most operators saw at least a 6% increase due to the transition and recapture, even though some WIA funding is decreasing. Providers cannot spend more than 18% during the first quarter, to prevent going over budget. A minimum 30% must be spent on out-of-school youth, although this may be altered to a minimum of 70% in the future. James McDonald observed some counties are not represented on the handout. Ms. Kinsey stated those counties do participate and will be added to the hand out; Ms. Smith assured Youth Council members will get an update. Daniel Dolan thanked Ms. Kinsey for her work.

Chairman Beaudry stated the meeting was ahead of schedule, so the Youth Council recessed at 12:08 p.m., to re convene at 1:30 p.m.

Youth Request For Proposals (RFP) Process (standing agenda)

RFP Elements

Ms. Kinsey presented the two rfp-related hand outs: the state's boiler plate and a draft rfp with the Balance-of-State from the year 2000. She pointed out sections necessary to include, such as:

- (BOS RFP, page 2) Background "Guiding Principles..."
- (BOS RFP, pages 2-3) Design Features
- (BOS RFP, page 9) Required Elements, including representation by out of school youth and the maximum 5% of income ineligible youth who meet other participation criteria.
- (Boiler plate, pages 13-14) Scoring Guide.
- (Boiler plate, pages 18, 19 and 25) Provider Agreement and Budget.

RFP Timeline

Ms. Kinsey stated a draft should be ready in early October for the Youth Council and a few service providers to review. She said six or seven evaluators would be ideal. After review, the rfp will be finalized by staff and sent to the Department of Administration in late January or early February. A bidders' conference should be held in February or March. The rfp must be posted for 30 days. The Department of Administration will open the bids and provide them to staff for final determinations. Staff and the Council should be completed reviewing bids by May so agreements can be in place by June 30, 2007, although Ms. Kinsey stated her agreements typically are ready by June 1.

Youth Council's Role

Mr. Campbell suggested the Youth Council should be part of developing the rfp, aside from any evaluation role, perhaps scheduling a meeting specifically on the rfp. Chairmain Beaudry offered an alternative of creating a taskforce. James McDonald recommended making the process of building the rfp as open as possible. Chairman Beaudry stated the Department

should start the work on essential elements and the geographic areas to include, and identify mandatory elements for the Youth Council as well as non-mandatory elements. He asked whether a public meeting would be scheduled or a website chosen where the draft could be posted for comment. Mr. Campbell added it would be helpful to receive clarification of the rfp questions to be sure responses are thorough.

14- to 15-Year-Olds in the RFP

Ms. Kinsey stated the law requires state youth programs serve 14- to 15-year-olds, and they should be included in the rfp. Mr. Campbell stated that getting youth at a younger age increases the chances they will remain in school. Furthermore, Opportunities, Inc., is the only program some Great Falls area 14- to 15-year-olds have, but child labor laws limit the amount of work in which they can engage. Ms. Messinger added that compulsory education is a myth because a number of youth in this age group do not attend school. Mr. McDonald stated future unforeseen consequences may occur as a result of not serving 14- to 15-year-olds.

The conundrum is that it may take longer for these children's success to appear on performance standards.

Action Item

Mission and Vision Statement

The Mission and Vision statement were reviewed and modified. Mr. McDonald moved to accept the revised mission, Ms. Buster seconded, and the motion passed unanimously.

Ms. Messinger moved to accept the revised goals, Mr. Buster seconded, and the motion passed unanimously.

Mr. McDonald moved to accept the 2006/07 Projects/Action Items, Mr. Dolan seconded. Pam Watson clarified the youth provider list in the Youth Council's packets are those providers participating in WIA; another more inclusive list exists that includes non-WIA providers. The motion passed unanimously.

Guest

Jobs for Montana Graduates (JMG)

Ms. Smith introduced Drea Brown, JMG Coordinator, who distributed the program's public relations packet, *The Core of Our Future*. JMG serves students who are often receiving services simultaneously from other youth organizations represented on the Youth Council. Ms. Brown stated at a recent national Jobs for America's Graduates (JAG) conference, an economist with Boston's Northeastern University told her that youth with the most challenging barriers do the best in JAG. JMG's fall leadership conferences to develop the plan of work are held in different towns around the state. The spring conference remains in Butte because it has a larger attendance, although its permanent location may be transferred to Billings to better accommodate the conference's growth.

JMG, in partnership with local youth organizations such as HRC in Butte, offers students:

- Daily, credited high school classes that teach skills such as work readiness, leadership, decision-making and goal setting. In 2004, the USDOL stated the delivery of youth services supported with WIA resources must be driven by employer need. Schools provide the space and teacher; each school gets a \$3000 stipend to pay

participating teachers for supplies in the JMG classroom, travel expenses, and doing the one-year follow up with graduates.

- Civic projects in which to engage.
- Two annual competitive events in which students can win prizes. Youth Council member Dan Dolan is the competitive event chair.
- A yearlong follow up, which translates into a type of mentoring. JMG considers a positive outcome to be a student who is working, or in the military or post secondary education, at one year post-graduation.

JMG's outcomes include:

- Serving 778 youth last year, 579 of whom were still in high school, while the rest were drop-outs from Dillon participating in Youth Challenge and Yellowstone Boys/Girls Ranch.
- Surpassing the 90% graduation rate standard with a 96% graduation rate that places Montana as one of the top three of the 28 participating states.

Ms. Brown stated JMG is always willing to partner with more organizations, and she will present to interested groups. Ms. Buster stated the Job Corps partners with JMG, whose graduates apply for scholarships. She also mentioned the upcoming edition of the *Main Street, Montana* publication is spotlighting JAG teachers in its *Dreamcatchers* section.

Mr. Campbell asked whether Browning or Heart Butte schools participate. Ms. Brown explained Browning no longer does, because it did not implement all the required program elements, such as involving student organizations, engaging students in approved JMG curriculum and purposeful projects, and conducting the one-year follow up. Heart Butte did not participate because it did not have the staff to implement the program.

Next Meeting

The next meeting is scheduled for October 4th, 2006.

Adjournment

With no further business, Chairman Beaudry adjourned the meeting at 3:30 p.m.